

Let's get started: What is the COE "Workshop series for strengthening capacity to manage child and adolescent TB" all about.

Session 1: Introduction.

Moderators: John Paul Dongo and Brittany Moore.



Let's meet each other!

- Quick round of introductions (*Name, Organisation/Country and position title*)
- The Union
- CDC
- Member countries
 - Tanzania
 - Mozambique
 - Eswatini

Tanzania



- Allan Tarimo
- Mandala Adam
- Issa Sabi
- Bhavin Jani
- Peter Neema (Joined during Amalias presentation)

Mozambique



- Criménia Mbate Mutemba
- Benedita José
- Yolanda Cachomba
- W. Chris Buck (Dropped off early)

Eswatini



- Sisi Dube
- Lindiwe Mdluli-Dlamini
- Godwin Mtetwa
- Takudzanashwe Gwinita
- Bheki Mamba
- Gugu Mchunu

Opening remarks: Bridging the policy-practice gap for child and adolescent TB

Anand Date (CDC)

Acting Branch Chief

Global Tuberculosis Branch

Division of Global HIV and TB

Centers for Disease Control and Prevention



Introduction: Workshop series for strengthening capacity to manage child and adolescent TB

John Paul Dongo, Country Director, The Union-Uganda.

Why 'capacity building', and not 'training'? Because...

- Definition of **train**: to make proficient by instruction and practice, as in some art, profession, or work. Doesn't **address the desired outcome!**
- Definition of **capacity building**: the process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in a fast-changing world.
- Many methods and strategies are needed to build capacity.
- Training is just one tool in the toolbox!

Health systems and workforce capacity building

- Health systems are multifaceted and complex in nature!
- WHO building blocks framework identifies a knowledgeable, skilled and motivated health workforce as a key pillar of a robust health system([..\WHO Health systems framework\WHO MBHSS 2010 full web.pdf](#))
- What changes? Everything, all the time. TB epidemiology, policies, technology – all evolve over time
- Need strategies that ensure staff at all levels of the health system maintain adequate skills, knowledge and attitudes (motivated!) to achieve national TB program objectives now and in the future

What do we need? We need...

- Strategies
 - Systems-focused and responsive to build and sustain workforce capacity
 - Dynamic
 - Unique to each country
 - TB epidemiology and health systems are different across countries
 - Training opportunities and clinical rotations may vary by country
 - Roles and responsibilities of health care workers cadres may also vary by country

Goal

Country teams to have a national capacity building strategy for child and adolescent TB that is:

- **Tailored** to the country context; including health system, populations, etc.
- **Flexible**: strategy should be relevant and responsive to current challenges and easily adapt to future (known) and unknown challenges
- **Measurable**: how will you know if you are meeting your objectives? Strategic plan should include a framework by which the country will know if they are on track, or need to pivot/adapt their approach
 - Otherwise known as... monitoring for **continuous quality improvement**!
- **Attainable**: the country has resources or a plan to obtain resources to implement the strategy

Ultimate goal: Countries implement their national capacity building strategy!

Planned Sessions

- **Session 1:** Review the aims and objectives of the workshop series, as well as methodologies and resources to plan, develop, and implement comprehensive capacity building programs to decrease the policy-practice gap in child and adolescent TB;
- **Session 2:** Share findings from the review of national training strategies, resources, and staff training needs for child and adolescent TB among member countries;
- **Session 3:** Become familiar with best practices for adapting and/or developing a national capacity building strategy for child and adolescent TB, incorporating best practices for adult learning;
- **Session 4:** Become familiar with successful capacity-building strategies used in other countries and public health programs;
- **Session 5:** Present their proposed national capacity-building strategy for child and adolescent TB, identify resource needs and discuss resource mobilization.

Supplementary information

- 1) Be available in all 5 sessions and complete teamwork between sessions
 - a. Active participation strongly encouragedIf you complete all sessions, you will get:
 - a. Certificate of completion.
 - b. Free registration to The Union's 2022 World Conference on Lung Health.
 - c. Complementary Union membership with access to: *The International Journal of Tuberculosis and Lung Disease, and Public Health Action Journal.*
 - d. Feature in a Union news item disseminated to all in the membership mailing list.
- 2) Committed to ensuring that strategy and training programs are implemented and cascaded to appropriate sub-national levels of health/TB services
- 3) The COE will work with teams that develop and finalize a capacity building strategy to identify strategic funding opportunities for implementing their vision.



Sessions, schedule and COE page learning resources/folders

Riitta Dlodlo, Senior Advisor, The Union

1. Let's get started: Introduction session

Objectives

1. Review workshop session objectives with participants and discuss country expectations
2. Review training workshop series format, learning calendar and advised time commitment required
3. Introduce the resource file folders on the COE page
4. Review methodologies and resources to:
 - Assess national guidelines, training strategies, and training materials
 - Assess staff training needs for child and adolescent TB at all levels of the health system
 - Map existing partners that provide technical or financial support to child and adolescent TB

Post-session work completed by country team

- Assess national guidelines, training strategies, and training materials
- Assess staff training needs for child and adolescent TB at all levels of the health system
- Map existing partners and resources to support to child and adolescent TB training or management
- Identify general/high-level barriers and challenges to effective implementation of child and adolescent TB program

Deliverable: Country team develops short presentation (15 minutes) summarizing findings from assessment and mapping exercises.

2. South-to-south experience sharing

Objectives

1. Share findings from countries' review of national training strategies, training materials and staff training needs for child and adolescent TB (post-session 1 work)
2. Conduct SWOT analysis based on findings from countries' reviews
3. Identify common strengths, weaknesses, opportunities, and threats across countries

Post-session work completed by country team

- Conduct country-specific SWOT analysis based on review
- Access resources and background reading for Session 3 on effective training approaches and adult learning theory

3. Adapting/developing a national capacity building strategy for child and adolescent TB

Objectives

1. Describe adult learning theory and effective training techniques for adult-learners
2. Use learner-centered ADDIE model (Assess, Design, Develop, Implement and Evaluate) to adapt and/or develop a national capacity building strategy for child and adolescent TB

Post-session work completed by country team

Assess:

- Conduct root cause analysis to determine root causes of challenges for successfully implementing child and adolescent TB activities in country
- Identify causes that are within the country's control to change/improve, and that can be improved through capacity building

Design:

- Brainstorm solutions/interventions for root causes that are identified as within the country's control to change/improve and can be improved through capacity building (root causes related to poor workforce skills, knowledge, and attitudes)
- Use impact resource matrix to start prioritizing solutions/interventions based on impact and resources needed

4. South-to-south experience sharing: Country experiences of implementing public health capacity-building strategies!

Objectives

1. Become familiar with successful capacity-building strategies used in other countries and public health programs

Post-session work completed by country team

- Begin shaping a document that links capacity building solutions and strategies with identified problems/barriers/performance issues
- Identify and integrate best practices/lessons learned from south-to-south learning into the country's national child and adolescent TB capacity building strategy
- Develop broad costing estimates for each intervention, including annual budgets for ongoing activities, if applicable.

Deliverable: Country team develops a presentation summarizing proposed components of national capacity building strategy for child and adolescent TB.

5. Sharing countries' national child and adolescent TB capacity-building strategies

Objectives

1. Share countries' national capacity building strategy for child and adolescent TB
2. Peer review/feedback
3. *COE: Review next steps: If desired, COE will work with country team to identify strategic opportunities for funding, including convening stakeholders for country-level discussion of the strategy and resources required to implement.*

Post-session work completed by country team

- Finalize national capacity building strategy, including necessary materials and technical resources for child and adolescent TB
- Identify resources (human resources, financial, and/or other) needed to operationalize national capacity building strategy
- Identify stakeholders at national and international level that will be critical to implementation.

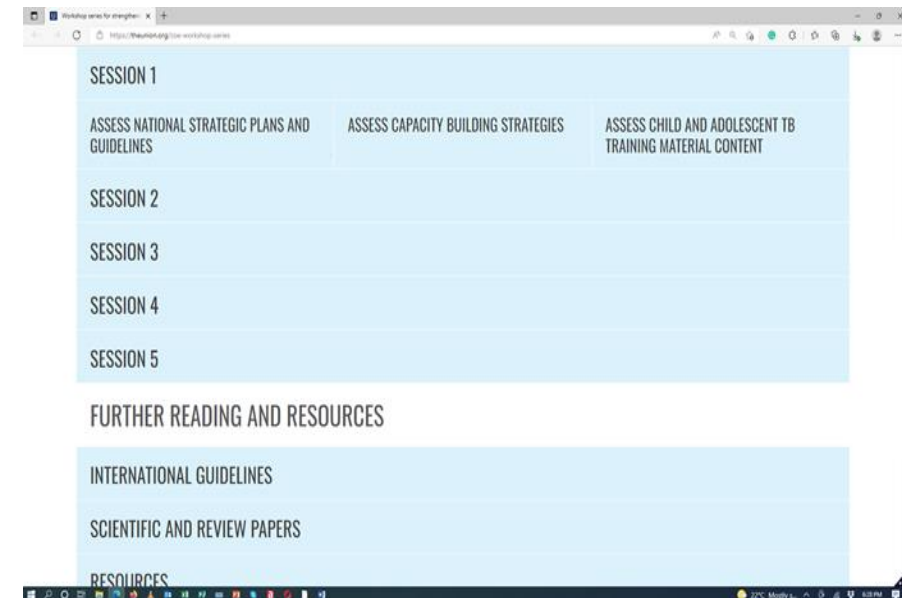
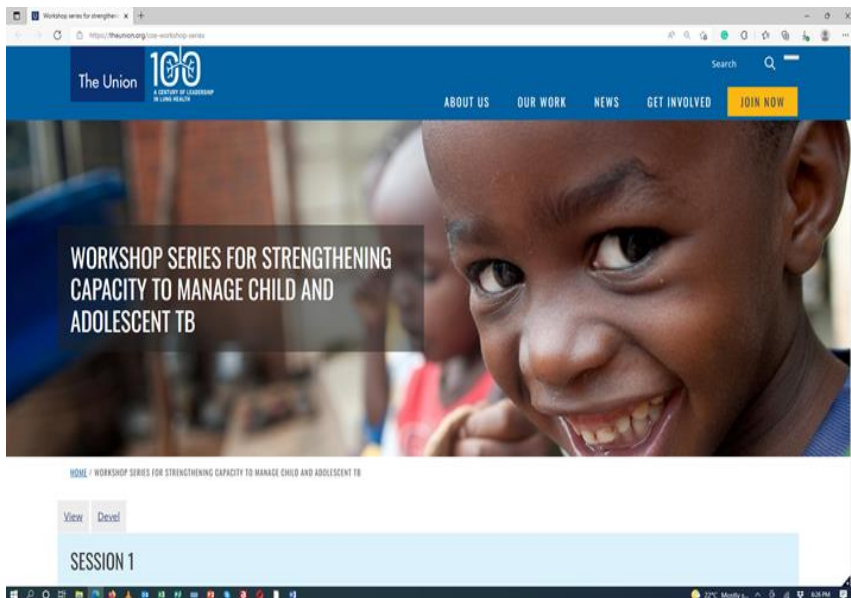
Deliverable: Country team finalizes document summarizing national capacity building strategy for child and adolescent TB and develops a detailed budget to identify what resources are needed to implement strategy.

Session calendar

No	Session	Dates	Duration
1	Let's get started: What is the COE "Workshop series for strengthening capacity to manage child and adolescent TB" - Introduction.	30 th March 2022	1 hour 30 minutes
2	Sharing findings from countries' review of their national training strategy, training materials, and staff training needs for child and adolescent TB	TBD	1 hour 30 minutes
3	Adapting and/or developing a national capacity building strategy for child and adolescent TB, incorporating best practices for adult learning	TBD	1 hour 30 minutes
4	South-to-south experience sharing: Real-life country experiences of implementing public health capacity-building strategies!	TBD	1 hour 30 minutes
5	Sharing countries' national child and adolescent TB capacity-building strategies	TBD	1 hour 30 minutes

Introduction to the COE page learning resources/folders.

- Login Link: <https://theunion.org/user/login>
- Using country specific usernames and a password
- Page link: <https://theunion.org/coe-workshop-series>



Discussion & Feedback



The Union

International Union Against
Tuberculosis and Lung Disease
Health solutions for the poor



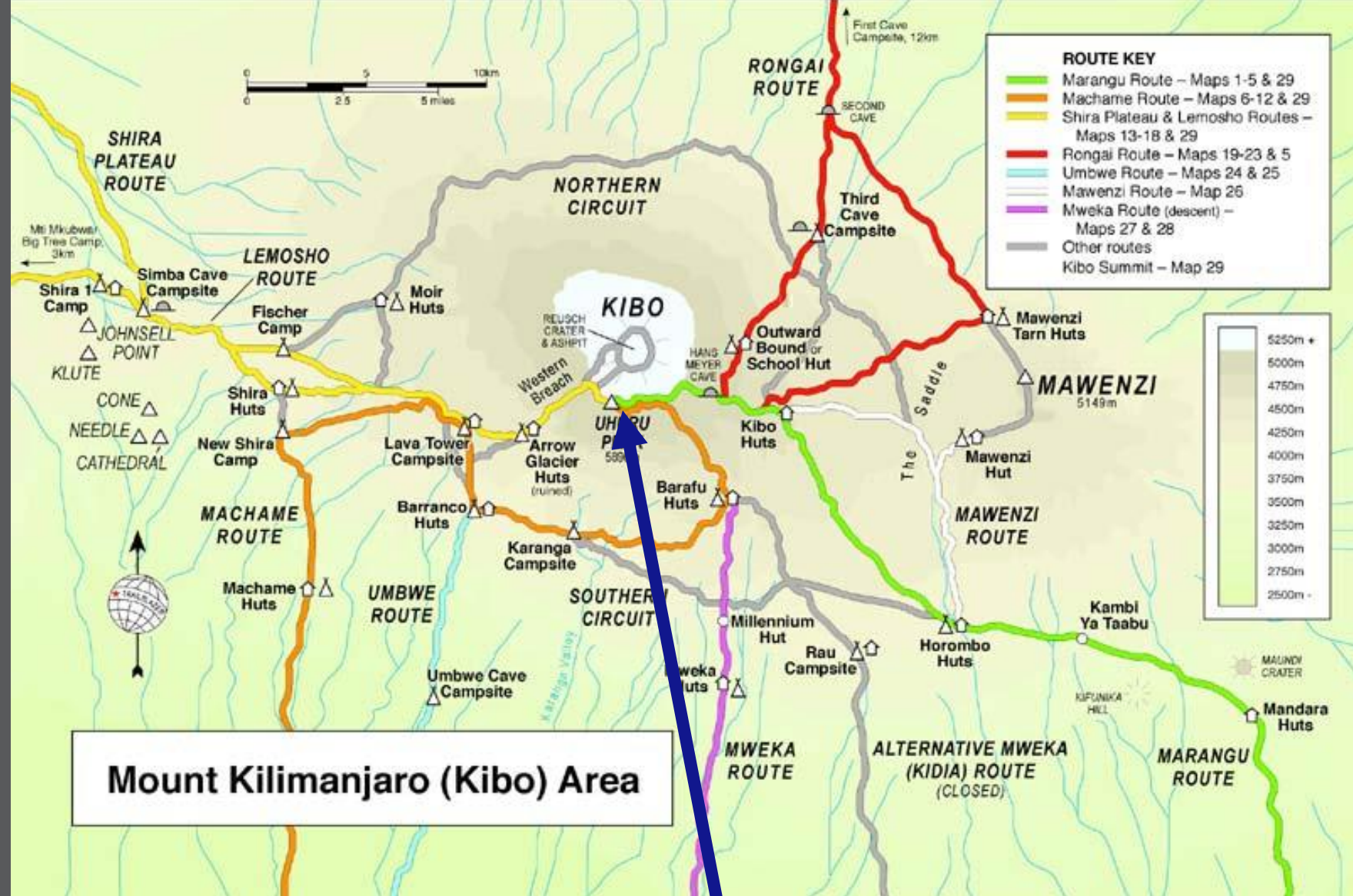
What do country teams expect to 'get out' of this workshop series?

Resources & template review

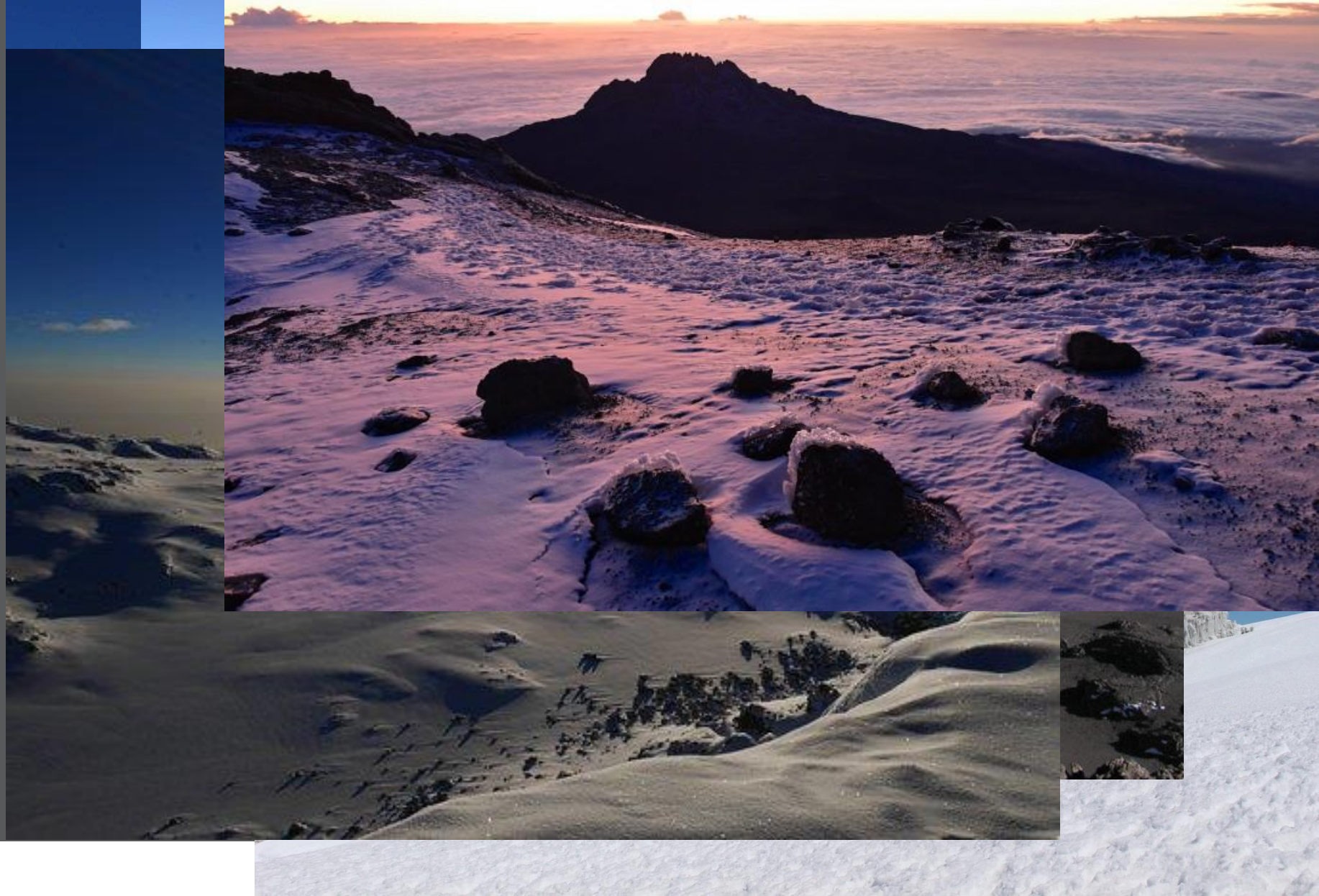
1. Assess national strategic plans and guidelines
2. Assess capacity building strategies
3. Assess training materials/content
4. Assess training needs
5. Map existing partners and resources



Each country's journey to success will be different



What success
'looks like'?
Each country
will be
different





Closing remarks

Brittany Moore

Epidemiologist, Global Tuberculosis Branch
Centers for Disease Control and Prevention

The Union

International Union Against
Tuberculosis and Lung Disease
Health solutions for the poor



Thank You

U.S. Centers for Disease Control & Prevention/Division
of Global HIV & TB/Global TB Branch

Brittany Moore: bkmoore@cdc.gov

Amalia King: xka1@cdc.gov

The International Union Against TB & Lung Disease/
The Department of Tuberculosis

John Paul Dongo (The Union/Uganda):
jpdongo@theunion.org

Riitta Dlodlo (The Union): rdlodlo@theunion.org

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